

Memorandum of Agreement

Federation of Public Health and Human Services
Employees Local 4573, MEA-MFT, AFL-CIO

and

Montana Department of Public Health and Human Services

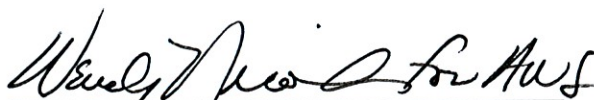
The parties agree to implement a trial period to assist employees in transitioning to the pilot program for cases instituted by management in February 2012. During the trial period supervisors will have an initial meeting with each employee to determine the employee's performance goals and objectives and the frequency of follow-up meetings to evaluate and make adjustments to employee's goals and objectives as needed. This trial period will expire March 31, 2013. Following the trial period, the parties will meet to discuss the effectiveness of the trial period and the effect on the working conditions of the program for DDS employees.

The parties further agree this memorandum and Addendum A Broadband Pay Provisions replace any and all pay agreements for Disability Determination Services.

EXECUTED AND ENTERED INTO this 21st day of December 2012.

FOR: STATE OF MONTANA

FOR: FEDERATION OF PUBLIC HEALTH &
DEPARTMENT OF PUBLIC HUMAN
SERVICES LOCAL NO. 4573
HEALTH AND HUMAN SERVICES
MEA-MFT, AFL-CIO



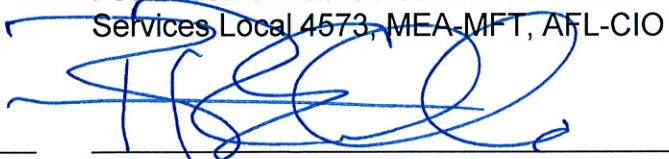
Anna Whiting Sorrell, Director
Department of Public Health and
Human Services



Jill Cohenour, President
Federation of Public Health and Human
Services Local 4573, MEA-MFT, AFL-CIO



Paula Stoll, Chief
State Office of Labor Relations



Brian R. Ehli, MEA-MFT Field Consultant